

Hospital de la Familia Foundation (HdIFF) Executive Director

With the intent of strengthening Southwest Guatemala's largest nonprofit hospital, the board seeks an experienced fundraising chief executive to:

- a) target and solicit individual, business and foundation donors to fund improved healthcare and hospital infrastructure for Guatemalans with very low incomes, and***
- b) build productive partnerships with medical professionals and with drug & medical device companies to improve in-country medical care within Guatemala.***

BACKGROUND and FUTURE

Hospital de la Familia was conceived by leaders from Italy, America and Canada, funded by The Family Club of San Francisco, built in collaboration with local Guatemalans, and formally dedicated in 1976. Located in Nuevo Progreso in a rural part of Southwestern Guatemala, the **Hospital** itself is a Guatemala-incorporated entity, while the **Foundation** is a separate USA 501c3. As partners, the **Hospital** and **Foundation** provide the region's premier medical care.

Today, the partnership's services include: [general surgical/medical care](#) for nearly 20,000 patients annually, [eye and vision care](#), [child nutrition and maternal health care](#), and [education](#). Local Hospital staff manage in-country finances, operations and medical care at the 70-bed facility. The Foundation orchestrates: annual fundraising; capital improvements to the hospital and its infrastructure; in-kind contributions in the form of devices, drugs and other material; and a broad range of services provided by visiting physicians, surgeons, nurses and other medical professionals of various disciplines. Local MDs are employed by the Hospital to provide day-to-day care and (increasingly) surgical services, and local doctors screen patients for more complex procedures prior to the arrival of U.S. medical and surgical teams. Local doctors and staff also manage postoperative care.

The Foundation and its board are evolving to increase support to the Hospital. The Foundation will also transition from a medical-mission model of service and toward a model that develops, trains and supports in-country medical professionals. This creates an opportunity to reimagine the role of HdIFF's governance and advisory boards, improve the Foundation's infrastructure, and increase the scale of fundraising and partner outreach. In the past, HdIFF has been a volunteer-led, staff-supported organization. In the future, HdIFF will be a staff-led, volunteer-supported organization.

As part of this process HdIFF will support Hospital modernization and improvements to locally-provided patient services. Objectives for the next five years include:

- increase fundraising and donated in-kind support;
- expand the hospital and healthcare facilities;
- upgrade infrastructure, modernize equipment, improve safety;
- provide better living accommodations for local doctors and visiting medical teams; and
- help educate the next generation of local Guatemalan health service providers.

HdIFF's long term objective is to: enable the Hospital to sustainably serve more patients; develop a pipeline of in-country healthcare professionals that provide health, reproductive and associated care to people in Guatemala; and improve collaborations with medical teams from the United States and other countries. The board believes that these objectives are consistent with HdIFF's founding vision.

Working together with the board and Foundation and Hospital staff, the Executive Director will develop new funding, partnerships and other support for HdIFF's expansion.

BASIC FUNCTION

Reporting to the board through the HdIFF [Board Chair and Executive Committee](#), the Executive Director is the organization's chief executive responsible for managing HdIFF's staff, finances, brand, partner relationships and other resources, in order to fund expansion of the Hospital's facilities, infrastructure, programs, service and education.

Working in collaboration with the USA and Guatemala – based boards, staff, volunteers and partners, the Executive Director and team will convert the vision for HdIFF's next five years into a concrete program of action with fundraising objectives and other milestones of progress.

Specific responsibilities include:

Set Vision and Strategy - With the participation of HdIFF board, staff, partners and other stakeholders, the Executive Director will shape the organization's vision and programs, and will develop strategies that advance and fund facilities and infrastructure upgrades, improved services to patients, and increased HdIFF staffing.

Manage Staff - The Foundation has a staff of six self-motivated professionals. The Executive Director will scale staff, set goals for each team member, be responsible for the organization's hiring and retention, and lead and direct staff as the organization seeks to deliver on its vision and strategy.

Market HdIFF to Donors, Partners and the Public - The HdIFF seeks to be known as a significant force for improving health and strengthening civil society in Southwest Guatemala. As part of the organization's fundraising, advocacy and branding, HdIFF actively seeks to build embrace of the interconnectedness between the health of the region's people, economic vitality, and prospects for peace, prosperity and stability in Guatemala. The Executive Director will assertively make the case to private, business and government funders, for further investments in HdIFF based on the organization's strong track record and almost 50-year partnership between Guatemala and U.S.-based teams.

Drive Fundraising Results – A singular focus of the Executive Director will be working with the board Chair, Development and Finance Committee and the board as a whole to set HdIFF's fundraising and spending goals for each year, develop plans to achieve the goals and then individually and through HdIFF staff, execute upon them. This includes developing a plan to increase funding from existing and new sources across individual donors, and private nonprofit and corporate foundations, including the pharmaceutical and medical device industries, aligned health advocacy groups, government funders and others. The Executive Director will have their own portfolio of major donors and will regularly interact with major donors and donor representatives.

Build Relationships - The Executive Director will serve as the organization's primary spokesperson to health and medical groups and businesses, donors, other partners and the general public. As such, they will be looked upon to strengthen and create new and productive relationships across the various constituencies important to the HdIFF's success.

Identify New Programs and Initiatives - Working with HdIFF and Hospital de la Familia team members, the Executive Director will help identify new programs and initiatives worthy of funding. Any new program or initiative will be developed based on its impact on patients, and the ability of the organization to sustainably fund the new idea.

Strengthen Governance and Identify Board Candidates - The governance board is comprised of 23 members, with a strong focus on members with a medical or health care background. As the organization evolves over the next years, the Executive Director and the Chair of the Governance and Nominations Committee will work closely together to evolve governance, board membership, and will develop new advisory boards. In addition to supporting the governance board's committees and functions, the Executive Director will work with the Governance Chair to build a pipeline of prospective new members who are ready to serve.

QUALIFICATIONS and EXPERIENCE

The Executive Director will be an entrepreneurial, big-picture thinking, roll-up-your-sleeves leader, with demonstrated expertise in each of the seven areas identified above. In addition, the successful candidate will have a background which includes:

- Senior-level managerial, operational and financial experience in areas that intersect with the mission of the Hospital de la Familia Foundation; the ability to understand issues – medical, scientific, financial and political – surrounding an organization dedicated to strengthening health and medical care in rural Guatemala.
- Highly accomplished fundraising experience achieved through being comfortable in the role of seeking and asking for individual and major gifts and grants; being adept at developing institutional partnerships to advance the mission.
- Strong management skills, both strategic and operational, and a demonstrated ability to build, manage, motivate and inspire others to productive action; an ability to work with a range of different personalities and to inspire trust and be recognized for their integrity, fortitude and grace under pressure.
- Skills in effectively managing organizations through aggressive top-line growth in funding and revenue while being a competent team builder with strong skills in management and leadership who understands the subtleties of motivating, directing and retaining a diverse group of colleagues with different work styles.
- Experience in leveraging existing technologies to maximize online presence and optimize innovation, magnify impact and improve fundraising efforts.
- Strong communication skills, both in writing and orally, who can translate the Hospital de la Familia Foundation's mission and programs into fundraising initiatives that garner financial support through an ability to build constructive working relationships characterized by a high level of acceptance, cooperation, and mutual respect.
- Experience raising funds for medical, health and/or development initiatives in the global south is advantageous, as is experience with organizations focused on central and south America; Spanish language ability is an advantage but isn't required.

This is a remote position, however, travel to the San Francisco Bay Area and Guatemala will be required.

COMPENSATION

Salary Range: \$135,000 - \$180,000 annually

For more information please contact:

Oscar Quiros

(415) 762-2643 or oscarq@moppenheim.com

Mark Oppenheim

(415)762-2640 or marko@moppenheim.com